

2017 Job Fair Employer Survey Results – 36

85 Employers

Approximately 450 Job Seekers

1. Did you receive relevant & adequate information in preparation for the job fair?

Yes - 35

No – 1 (PATCH)

Unanswered – 0

Comments –

- Found out about Job Fair late, glad you had space for us to participate (JTB)
- I was kept in constant contact. Thank you! (Sweetwater)
- Thank you! (Panda Express)
- Chasity did a great job of providing us with timely and thorough updates. (King Kam)
- This was such a well-run, great event. We are very grateful to have been able to participate! (Mental Health Kokua)

2. Are you satisfied with the applicant pool?

Very satisfied – 13

Somewhat satisfied – 21

Not satisfied – 2

Unanswered – 0

Comments –

- Students interested in enrolling (HawCC)
- I talked with 30 people. (Panda Express)
- We usually have specialized positions with requirements like CDL or operating experience so this applicant pool is more getting the word out for future training (West Hawai'i Concrete)
- There wasn't as much traffic as last year. (KTA)

3. What do you feel are the barriers to finding qualified applicants?

Basic math skills – 2

Basic reading/writing skills – 2

Job-specific skills & work experience – 24

Communication skills – 11

Professional demeanor – 16

Unanswered – 0

Other –

- Our positions are mostly bilingual (Japanese/English) so it's challenging to find qualified applicants (JTB)
- Unsure of career pathway, too afraid to approach table (HawCC)
- Location and degree (Enterprise)
- Willingness to accept positions which may not pay as much to get foot in the door (HR Works)
- People don't really want to work (PATCH)
- Transportation/location (Hilton)
- Many of the applicants did not fully complete their employment applications, even after we gave it back to them to complete. They did not see the importance of a complete application. (KTA)

- We are in dire need of applicants with accounting background. We realize there is always an ongoing need for accounting professionals. (HCEOC)
- Transportation options between East and West Hawai'i. So many talented East Hawai'i job seekers asked about how they can get to Kona using the bus system. Right now, it takes over 3 hours each way to commute. (King Kam)
- Making an effort to make a positive first impression – dress/presentation (Home Depot)

4. Do you expect to hire any applicants from this job fair?

Yes – 25

No – 1

I don't know – 9

Unanswered - 1

Comments –

- Expect to enroll a handful of interested students (HawCC)
- Thank you for the invitation! (Panda Express)
- Possibly (Anonymous)
- Have hired 2 already (Life Care)
- We had a lot of people take applications but we only received about 8 back before the job fair ended. Out of the 8 that we received, maybe 3 were worth interviewing. (KTA)
- Food Service. (HCEOC)
- 2 offers made (Home Depot)

5. If you answered yes to question 4, how many applicants are you hoping to hire in each area?

Retail/Customer service – 38

Healthcare – 19

Food Service – 33

Warehouse/Delivery – 0

Technical – 2

Total - 92

6. If question 5 did not list the type of position for which you plan to hire a candidate from the job fair, please specify the type of position(s) and number of applicants you plan to hire in each position.

- Military
- 2 Kitchen Helpers
- 2 Counter Staff
- 1 Accounting
- 5 Security
- Depends upon demand in each area
- 10 Child Care
- 5 Housekeeping, Security
- 2 CNAs, 2 Clerks
- 2 Sales
- Housekeepers, Engineers, Engineering Manager
- Substitute Preschool Teacher, Advocate (Sexual Assault Services)

7. Were you satisfied with the overall execution of the BIWC Job Fair?

Yes – 35

No – 0

Unanswered – 1

Comments –

- Thank you for coffee, snacks and lunch (Panda Express)
- More advertisement (PATCH)
- Mahalo for hosting this event for the community and us employers! (KTA)
- Best job fair on the island every year, amazing coordination, perfect site that is easy to get to and park, plenty of eager, excited job seekers. Keep it up please, you're doing a great job! (King Kam)
- It would be nice if the vendors didn't have to stand in line to sign in. We have a lot of items, some are heavy, and it would be nice to be able to just give our name/company then go straight to our tables. You email us the seating chart before the event, most of us already know where we will be located. (YWCA)
- We LOVED the job fair! Got to meet a lot of great applicants and the event was organized very well. Thank you for having us! (Lex Brodies)

8. What aspects of the job fair could be improved?

- More qualified people, more attendance (CLH)
- Having intros/speeches done prior to applicants coming in. Couldn't hear anything. Audio wasn't good (JTB)
- Sound. Could not hear anything (Jeans Warehouse)
- Thank you! (HawCC)
- We love it every year (Sweetwater)
- You are good. Thanks (Panda Express)
- Better signage for vendor area (Enterprise)
- Maybe lower the music – a little loud when talking to potential candidates. Awesome job team! Well done! (Anonymous)
- Lunch delivery to booths with single participants (West Hawai'i Concrete)
- Allowing vendors to leave when their resources have been exhausted. I had no applications for the last hour yet sat at my location (Professional Protective Services)
- The sound system, could not hear a thing being said (HR Works)
- Earlier advertisement. Email vendors early to set up booth. I have to reach out to Job Fair Organizer to get an invite (PATCH)
- Have individual plates instead of buffet. No food at 1 pm. (Hilton)
- Announcements interfere with talking to applicants (Hilo Medical Center)
- The sound system was difficult to hear. Very muffled. (Metrocare)
- A cooler venue would be nice but we'll survive if it's held the same place next year. ☺ (KTA)
- Sound system was too loud and could not make out any of the announcements. (HCEOC)
- Include a booth on interviewing/resume/professionalism skills to help the candidates. Some candidates were prepped ahead of time and very professional, but a lot were not. (HPM)
- I noticed that a lot of people just came to take things that companies were passing out. They didn't necessarily come to look for a job, which was fine, but if that's the case then maybe market the fair island wide or promote it more so it makes it worth our while and investment to

bring more logo items to share with patrons. That way we are reaching more people regardless of the fact that they are coming to job search or coming for the free stuff. (Marriott)

- I recommend that the venue be changed because it was very difficult to hear with the sound system in a large open environment. The background music was loud making it a struggle to interview individuals. We were talking loud to compensate for an adequate conversation. It has been like this for the last 2 job fairs. Lucky number drawings should be done at the end because we are interviewing individuals and it doesn't seem appropriate for an employment setting. I commend the staff for organizing the job fair as it is a worthwhile event. Ensure you have enough food as it always seems to run out. (County HR)
- Don't allow the job seekers in until you are ready to do the opening. We can't hear what you are saying over all the noise. (YWCA)
- Maybe tone down the music a little bit so applicants and employers can hear each other better. (Maxicare)
- The SOUND SYSTEM. The attendees in the back could not hear. Perhaps have the stage set up in the middle rather than on a far end. (Lex Brodies)

9. Would you be interested in participating in the BIWC Job Fair next year?

Yes – 35

No – 0

Unanswered - 1